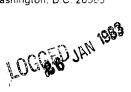
Director Intelligence Community Staff

Washington, D.C. 20505



DCI/ICS 83-4212 21 January 1983

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MEMORANDUM FO	R: Mr.	Hugh	Montgomery
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Director of Intelligence and Research

Department of State

SUBJECT:

1983 DCI Exceptional Intelligence Analyst Program

1. I am pleased to extend my congratulations to Walter K. Andersen and Gary B. Crocker of the Department of State, INR, for having been selected from many qualified applicants to participate in the 1983 DCI Exceptional Intelligence Analyst Program. As you know, the DCI is very supportive of this program and strongly feels that it will materially contribute to the quality of intelligence analysis and production in the Community

2. In accordance with this strong commitment to reward analytic excellence and to improve the overall quality of analysis throughout the Community, the Director of Central Intelligence has recently proposed several changes to the Exceptional Intelligence Analyst Program, as outlined in the attached memorandum. I wholeheartedly endorse these changes and agree that their implementation would significantly enhance the program. In the near future, my staff will be issuing guidance on the implementation of these changes.

- 3. In order to proceed with the administration of the program, we must have the final cost figures for each of these individuals for FY 1983, FY 1984, and, if appropriate, FY 1985. These funds, subject to a final reconciliation of the 1983 program, will be transferred from the Intelligence Community Staff to your organization for disbursal.
- 4. Please designate a project monitor for each project. The project monitor's responsibilities will be to supervise the analyst's project, to oversee the expenditure of project funds, and to report through you to the Director of Central Intelligence, ATTENTION: Intelligence Community Staff, with an assessment of the analyst's efforts at the conclusion of the project.

Regrade as CONFIDENTIAL when separated from attachment

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The Director of Central Intelligence

Washington, D.C. 20303

3 DEC 1982

Chairman, Exceptional Intelligence Analyst Selection Committee	25X1
1983 DCI Exceptional Intelligence Analyst Program	
riting to advise you of several changes which I propose to make all Intelligence Analyst Program in an effort to advance its effectively. These changes are prompted by two concerns which by the program is perceived by managers and analysts alike. On so many of the applications appear to describe little more than smic training program, or to consist of projects that require vailable office space. My second concern is that the program I tangible returns to the analyst in the form of recognition tunities that would encourage many of the best ones to	25X1
ttempt to address these shortfalls, I propose that the ss be made:	
The final reports completed each year will be reviewed by the current Selection Committee, and the best one or two will be presented by the author to the NFIB;	
Members of each completing class will be screened by the Director, National Intelligence Council for consideration for appointment as an ANIO when appropriate positions become available; and,	
Each candidate's assignments and performance will be monitored on my behalf and highlighted to me for the first five years after his/her return to normal duties.	25X1
ping with the spirit of these initiatives, I have instructed anning, Intelligence Community Staff, to collect as many from the 1980 class as come available over the next few time, I will ask you to reassemble your selection committee ojects for presentation to the NFIB. Some of William J. Casey	. 25x1
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	Analyst Selection Committee 1983 DCI Exceptional Intelligence Analyst Program Intelligence Analyst Program in an effort to advance its effectively. These changes are prompted by two concerns which y the program is perceived by managers and analysts alike. On many of the applications appear to describe little more than mic training program, or to consist of projects that require adiable office space. My second concern is that the program tangible returns to the analyst in the form of recognition tunities that would encourage many of the best ones to Ittempt to address these shortfalls, I propose that the se be made: The final reports completed each year will be reviewed by the current Selection Committee, and the best one or two will be presented by the author to the NFIB; Members of each completing class will be screened by the Director, National Intelligence Council for consideration for appointment as an ANIO when appropriate positions become available; and, Each candidate's assignments and performance will be monitored on my behalf and highlighted to me for the first five years after his/her return to normal duties ping with the spirit of these initiatives, I have instructed anning, Intelligence Community Staff, to collect as many from the 1980 class as come available over the next few time, I will ask you to reassemble your selection committee ojects for presentation to the NFIB.

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